

Commonwealth of Pennsylvania  
GOVERNOR'S OFFICE  
EXECUTIVE ORDER

SUBJECT <p style="text-align: center;">Commitment Toward Equal Rights</p>		NUMBER <p style="text-align: center;">1975-5</p>
DATE <p style="text-align: center;">As Amended September 19, 1978</p>	DISTRIBUTION <p style="text-align: center;">B</p>	BY DIRECTOR  Milton J. Shapp, Governor

In continuing the Commonwealth's commitment to provide leadership in the effort to obtain equal rights for all persons in Pennsylvania, this Administration is committed to working towards ending discrimination against persons because of their sexual or affectional orientation. There shall be no discrimination by any Commonwealth department, board, commission or other official entity under the Governor's jurisdiction, or any representative thereof, because of sexual or affectional orientation in any matter of hiring or employment, housing, credit, contracting, provisions of services, or any other matter whatsoever. Nothing, however, in this Order shall be construed to require any review or statistical analyses of the composition of the work force or other class of persons affected hereby.

To further this commitment there is hereby established the Pennsylvania Council for Sexual Minorities (Council).

**1. Composition of Council.**

a. The Council shall be composed of not more than thirty-seven members. The Attorney General, the Secretaries of the Departments of Health, Labor and Industry, Public Welfare, and Education, the State Police Commissioner, the Secretary of Administration, the Commissioner of Corrections, the Executive Directors of the Pennsylvania Human Relations Commission and the Governor's Council for Drug and Alcohol Abuse, and the Director of the Commission for Women, or a representative designated by them, shall serve as ex officio members. The remaining members shall be appointed by the Governor from the general public.

b. The Governor shall designate one member as Chairperson of the Council

c. Members of the Council shall serve for terms of one or two years as the Governor shall designate. The Governor shall fill any vacancies which may occur.

d. Members of the Council from the general public will serve without salary but shall be reimbursed for necessary expenses incurred while attending official Council meetings and performing other official functions as the Chairperson, with the approval of the Governor's Office, shall prescribe.

**2. Functions.**

a. The Council shall study problems of sexual minorities and make recommendations to the Governor as to policy, program, and legislative changes needed to further the goal of obtaining equal rights for all persons.

b. The Council shall work with state agencies to end discrimination against state employes, clients, the general public, and employes of firms which contract with the Commonwealth solely on the basis of their sexual or affectional orientation.

c. The Council shall work to educate state personnel and the public in general concerning problems and issues affecting sexual minorities. The Council shall outline plans for educating state employes concerning the problems of sexual minorities, review these plans with appropriate agency officials, develop timetables for their

implementation, provide qualified speakers for any educational seminars it shall organize, and evaluate the results of its programs.

d. The Council is authorized to receive complaints from persons claiming that they have been the victims of discrimination for their sexual or affectional orientation. Where feasible, such complaints shall be referred to the appropriate agency for resolution. The Council shall compile a record of complaints received and their disposition. Agencies receiving such complaints directly will inform the Council of their nature and disposition.

e. The Council shall adopt rules of procedures consistent with the provisions of this Order. Such rules shall, where appropriate, provide safeguards for the confidentiality of complainants.

f. The Council shall convene for meetings or hearings at the call of its Chairperson. A majority of appointed members shall constitute a quorum for the purpose of conducting the business of the Council. A vote of the majority of members present shall be sufficient for all actions of the Council.

g. The Council shall issue an annual report to the Governor and general public.

### **3. Duties of Agencies Under the Governor's jurisdiction.**

Agencies under the Governor's jurisdiction are hereby directed to cooperate with the Pennsylvania Council for Sexual Minorities, to supply the Council with direct assistance and information requested in order that the goals of this Order may be realized, and to work with the Council to educate agency employees on the problems of sexual minorities. In addition, those agencies and departments not otherwise represented on the Council shall send a representative to Council meetings when so requested by the Chairperson.